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INDUSTRIAL FEEDING

Prepared by
Office of Distribution
WAR FOOD ADMINISTRATION
for Inter-Agency Committee
on Food for Workers

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Administrative Letter — April 1944 — Washington 25, D. C.

A LETTER FROM THE PRESIDENT

In recent letters to the procurement agencies, the President urged Government action to promote in-plant feeding. We quote in part:

> "IN ORDER TO RECRUIT AND KEEP MANPOWER IN WAR PLANTS, AND THEREBY MAINTAIN AND INCREASE PRODUCTION FOR WAR, IT IS NECESSARY THAT PROPER CAFETERIAS, REST ROOMS, TOILETS AND LOCKER FACILITIES BE PROVIDED WHEREVER NECESSARY AND FEASIBLE.....THEREFORE, IN ORDER TO PREVENT UNNECESSARY LOSS OF MAN HOURS AND PRODUCTIVE EFFORT IN OUR ESSENTIAL INDUSTRIES AND TO INCREASE THE EMPLOYMENT OF WOMEN, IT IS MY DESIRE THAT YOUR AGENCY MAKE THE NECESSARY FUNDS AND MATERIALS AVAILABLE FOR SUCH FACILITIES AS MAY APPROPRIATELY BE INSTALLED IN THE PLANTS....."

1944 GOALS It would be hard to over-estimate the importance of the Industrial Feeding Program to promote more in-plant feeding facilities in war plants as a measure to increase efficiency, prevent labor turnover, and speed the production of materials of war.

For this reason, I have assumed my post as chairman of the Inter-Agency Committee on Food for Workers with the full realization that the basic responsibility of directing, developing and coordinating the program is one of the major tasks of the Office of Distribution. I further realize that it is not a task which can be accomplished by one agency alone. It requires the combined efforts of all Federal Agencies represented on the Inter-Agency Committee and the cooperation of Management and Labor.

In stating our goals for 1944, our aim is to assure the availability of in-plant feeding facilities for an additional 5,500,000 workers by the end of the year. To reach this goal requires a 25 percent increase in the rate of expansion of in-plant feeding, the development of effective working relationships with Federal, State and local agencies, and with Management and Labor.

In aiming at this goal, we must also strive to maintain standards for adequate service, food, equipment, and utilization of available food.

Much has been accomplished to date. Though in-plant food services were available for less than 20 percent of our industrial workers before Pearl Harbor, today about 35 percent can get food on the job. Reports of the good work being done by the agencies cooperating in the Inter-Agency Committee are gratifying. They give promise of still greater accomplishments in the future.

If we all do our part, 12 million industrial workers should have food services available to them by the end of 1944.

U.S. DEPARTMENT OF AGRICULTURE

Lee Marshall

Lee Marshall
Chairman, Inter-Agency Committee
on Food for Workers

A LABOR ADVISORY COMMITTEE has been formed to work with the Inter-Agency Committee on Food for Workers. FUNCTION: To make suggestions regarding the Government's feeding program; to keep them informed and to encourage the cooperation of labor groups in the program. Members of the Committee include: I. M. Ornburn, Miss Margaret Scattergood and Miss Florence Thorne of the AFL; J. Raymond Walsh, Russ Nixon, Donald Montgomery, and Leo Goodman of the CIO; Glenn R. Atkinson and Martin Miller of the Railroad Brotherhoods; and John J. Mates of the United Mine Workers.

INTER-AGENCY COMMITTEE NEWS

W.F.A.

Regional directors of WFA have been urged to take the initiative in setting up Inter-Agency Committees on Food for Workers on Regional, State and area levels. Already the regional committees are functioning and some area committees have been set up. Instructions and lists of regional offices of all cooperating Federal Agencies went along with the call for action. (1/6/44 CFRB Memo No. E-2)

To meet the demand for advisory service to plants, the staff of the industrial feeding specialists in the five WFA regional offices is being increased. This service includes surveys and recommendations on food service facilities, equipment, menu selections, and nutrition education.

Charts showing total employment and the number of women workers in plants in each State have been sent to the WFA regional offices. Sample of the information revealed by the charts: 55 percent of America's 12.6 million factory workers are in the 900 plants employing more than 2500 workers.

Surveys on the industrial feeding situations are under way. The already completed survey for the Northeast Region (New England, N. Y., Pa., N. J., and Del.) reveals: about 1/2 of the plants, employing 85% of all industrial workers in the Region, have some facilities for feeding their employees; 40% of the workers were reported to be using the facilities; and 1/4 of the plants employing more than 500 workers plan to expand or install feeding facilities to meet the growing demand for food-on-the-job.

WPB and WFA have completed arrangements for industrial feeding specialists in WFA regional offices to certify as to need for specific food service facilities. To expedite the handling of applications, WFA suggests that plants consult these specialists before plans are developed. WFA certification form to be added to WPB Form 617 has been sent to WFA regional offices. Form 678 (Rev. 3/21/44).

W. P. B.

It's the job of the Office of Civilian Requirements and the Office of Labor Production to make sufficient supplies and equipment available for industrial feeding and to cooperate with WFA and OPA in obtaining the necessary food for such projects, according to WPB General Administrative Order No. 2-131, of 11/30/43.

Where are paper cups a "must?" Pending findings of a survey to provide a basis for channeling limited supplies of paper cups where they are essential for war production, the present priority regulation (Priority Reg. 2 to Amendment 3) will remain in force until May 1.

OLP field staff was given pertinent information and materials on Industrial Feeding at recent meeting. Labor-Management committees were circularized and asked to report to OLP where food service is lacking and inadequate. Reports are then made to WFA. Many exhibits at National Labor-Management Exposition high-lighted new installations and improvement in food services due to L-M committee activities.

O.P.A.

New industrial feeding operations get a break under OPA regulations which enable them to obtain allotments on the same basis as comparable existing

operations. Amendment 46, RO-5 puts industrial feeding operations in a special class (Group IV). The amendment paves the way for meeting the nutritional needs of workers in certain heavy industries.

Applications for industrial feeding will get priority in handling by Regional and District Food Rationing Offices and District Directors, in accordance with a memo from OPA Administrator Chester Bowles. The memo (12/20/43 1-6880-B-131) also points out the urgency of cooperating with WFA to establish Regional Inter-Agency Committees on Food for Workers and asks District Directors to devote a meeting of their Labor Advisory Committees to the subject.

Material explaining the program has gone out to more than 800 members of the District Labor Advisory Committees with the suggestion that they ask their District OPA officers to secure the help of WFA industrial feeding specialists.

War Department

Procedure for expanding food services in various Government-owned production plants has been established. Functions of the Food Service Section, Subsistence Branch, Office of the Quartermaster General, the Civilian Personnel Division of the Office of the Secretary of War, the Industrial Personnel Division, Army Service Forces, and Civilian Food Service consultants, and their relation with other Federal Agencies were outlined in Order #25-24A. Provisions for initiating the program were contained in ASF Circular 45, 7/3/43. The Army's program for feeding its Civilian Personnel was adopted at a Food Service Conference in Chicago in December 1943.

Army Service Forces are given the green light to finance needed civilian feeding facilities for Government-owned production plants under the provision which states: "The Government may proceed to install all requisite facilities." Procedure to be used is set forth in a letter from the Director of Materials, Hq. ASF 12/31/43.

"A good plant feeding program helps in the recruitment of workers, also in safeguarding their health and stamina, and affects directly production, morale, attendance and continued employment of workers." — Paul V. McNutt, Chairman, War Manpower Commission.

War Manpower Commission

WMC has the job of recruiting, training, obtaining effective utilization, and stabilizing of personnel involved in manufacturing feeding equipment and in industrial feeding operations, under terms of the Inter-Agency Agreement. The field staff has been notified that it is "The definite responsibility of the WMC to assist in securing those in-plant services which affect the individual as a worker." Local responsibility has been fixed in the office of the Area Manpower Director as the specific assignment of a staff member.

As a measure to further stabilize manpower necessary for industrial feeding, WMC has amended its instructions on essential activities to permit such services to be considered eligible for Locally Needed designation, even in those instances where a general designation of all restaurants in the area is not considered necessary. (Field Instruction 126-Supplement #1 Revised 3/9/44)

Navy Department

"It is Management's prime responsibility to provide adequate employee facilities," Secretary Knox said in a policy letter on December 27, 1943. "Only when private Management appears negligent or financially unable to provide such facilities to an extent that production is impeded does the Navy initiate recommendations of this nature."

Commandants will not negotiate direct contracts for the operation of restaurant services, but will make a board of civilians responsible for the operation of food services. Employee feeding services are not to be operated for the purpose of accumulating funds for other employee activities. (Policy letter 7/15/43)

Maritime Commission

Regional Directors of Construction have been asked to inform Management and Labor of the readiness of the Maritime Commission to secure or provide needed facilities for the type of feeding found most practical for each yard, in a memo from the Director of Shipyard Labor Relations. The Commission will not undertake to operate the feeding facilities, however. Because of the pressing nature of the problem, the Commission recommends that the first experiments should be carried on in the San Francisco Bay area and the results made available to other shipyards. Plans for three installations have already been accepted and the projects await decision on financing.

U. S. Public Health Service

The Service recognizes that it has the major responsibility, along with the State and local health departments, for recommending standards of sanitation in industrial feeding establishments, for detecting violations of standards, and securing cooperation in compliance with desirable standards. It is also directly concerned with standards for food handlers, according to a statement signed by the Surgeon General -- Each District Director has been asked to assign a commissioned officer to discharge the obligations of the Service in the program. (Memo to District Directors, USPHS 1/19/44)

Federal Works Agency

Layouts and equipment for the new FAST FOOD SERVICE recommended by WFA are featured in a booklet on War Plant Feeding Service, which has been developed by the Public Buildings Administration of the Federal Works Agency in cooperation with the Office of Distribution of WFA. Copies may be secured from the WFA Regional Offices, New York, Atlanta, Dallas, Chicago, and San Francisco, or from Washington.

Available Material

Free from the Office of Distribution, WFA Regional Offices or Washington 25,D.C.

"A Nutrition Program for Industry,"--food service suggestions for management--illustrated booklet.

"Manual of Industrial Nutrition,"--25 page booklet outlining national program and standards.

"Planning Meals for Industrial Workers,". 28 page booklet with cold and hot lunch and dinner menus.

Industrial Nutrition Service--food and nutrition suggestions, menus and quantity recipes--monthly service.

Available at cost from Supt. of Documents, Washington 25, D. C.

4 posters, table tent cards (set of 7 cartoons on Basic 7 food groups), "take-home" lunch-packing guide. Complete set 40¢.

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